

WYMT-TV
EEO PUBLIC FILE REPORT
04/01/2004 – 03/31/2005¹

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
General Assignment Reporter	1-25	25
Commercial Editor/Camera Operator	1-25	22
Receptionist/Administrative Assistant	1-24, 26, 30	23
Sports Reporter	1-21, 25, 26, 28, 29	29
Sports Reporter	1-21, 25, 26, 28, 29	28
News Reporter/Anchor	1-26, 28	25
News Reporter/Anchor	1-26, 28	25
Camera/Master Control Operator	1-27, 29	27
Camera/Master Control Operator	1-27, 29	29
News Producer	1-27	27
News Reporter/Anchor	1-29	27
Master Control Operator	1-26	23

¹ This report provides recruitment data collected through March 21, 2005.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	LKLP C.A.C., INC. Judy Keen, Supervisor, P. O. Box 340 Jeff, KY 41751-0340, Telephone # 606-439-1362	N	0
2	Lincoln Memorial University Cynthia Smith Career Placement/Planning Coordinator Harrogate, Tennessee 37752 Telephone # 423-869-3611	N	0
3	Cabinet/Workforce Development Department of Employment Services Paul Olinger P. O. Box 7130, 742 High Street Hazard, KY 41702 Telephone # 606-435-6038	N	0
4	Professor of Mass Communications Dean R. Cannon PHD 117 Donax Richmond, KY 40475-1331 Telephone # 859-622-1875	N	0
5	NAACP Placement Office 572 Georgetown Street Lexington, KY 40508 Telephone # 859-252-7336	N	0
6	Fugazzi College Jean Combs, Community Affairs Dir. 407 Marquis Avenue Lexington, KY 40502 Telephone # 606-238-2118	Y	0
7	Morehead State University Career Services, Attn: Mike Hooper 322 Allie Young Hall Morehead, KY 40351 Telephone # 606-783-2233	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	Hazard Technical College John Hugo Back 101 Vo-Tech Drive Hazard, KY 41701 Telephone # 606-435-6101	Y	0
9	Hazard Community College Pamela Banks, Career Counselor One Community College Drive Hazard, KY 41701 Telephone # 606-436-5721	N	0
10	Alice Lloyd College Janet Johnson, Dir. of Career Services 100 Purpose Road Pippa Passes, KY 41844 Telephone # 606-368-6136	Y	0
11	Berea College Career Dept. Mary Lamb, Coordinator CPO 2198 Berea, KY 40704 Telephone # 859-985-3316	Y	0
12	Cumberland College Debbie Harp, Dir. Counselor of Careers 7528 College Station Drive Williamsburg, KY 40769 Telephone # 606-539-4259	Y	0
13	Eastern Kentucky University Career Services, Attn: Laura Melius 319 Jones Bldg., CPO 26A 521 Lancaster Avenue Richmond, KY 40475 Telephone # 859-622-1568	Y	0
14	Lees College Marilyn Brown, Counselor 601 Jefferson Jackson, KY 41339-1196 Telephone # 606-464-5005	N	0

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15	Pikeville College Brenda Maynard, Dir. Of Career Dev. 214 Sycamore Street Pikeville, KY 41501-1194 Tel. # 606-437-3462 or 432-9319	Y	0
16	Southeast Community College Kay Jarrell 300 College Road Cumberland, KY 40823 Telephone # 606-633-0279	N	0
17	Union College Laura Williams, Dir. of Career Planning 310 college Street, CPO 19 Barbourville, KY 40906 Telephone # 606-546-1258	Y	0
18	University of Tennessee Sam Swann Knoxville, TN 37924 Telephone # 865-974-1313 Fax # 974-2814 ceskridg@utk.edu	Y	0
19	Kentucky State University Ron Banks Office of Placement 400 East Main Street Frankfort, KY 40601 rbanks@gwmail.kysu.edu Telephone # 502-597-5998	N	0
20	University of Kentucky Career Center Jody Jelinek, Job Opportunity Specialist 408 Rose Street Lexington, KY 40506-0494 Telephone # 859-257-2746	Y	0
21	Midway College 512 E. Stephens Street Midway, KY 40347 Career Placement/Student Affairs Telephone # 859-846-5390	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
22	Ad on WYMT-TV Web Site www.wymtnews.com	N	1
23	Ad on WYMT-TV Television Station	N	7
24	Gray Television, Inc. (Sister Stations) Attn: Human Resources Coordinator (via internet e-mail)	N	3
25	TVJobs.com	N	4
26	Western Kentucky University Attn: Judith Owen, Career Service Center 1 Big Red Way Bowling Green, KY 42101-3576 Telephone # 270-745-2756	N	0
27	WYMT Employee Referral	N	3
28	Non-Employee Referral	N	7
29	Walk In	N	3
30	Ad in <i>Hazard Herald Voice</i> Newspaper Attn: Jean Craft P.O. Drawer 869 380 Main Street Hazard, KY 41702 Telephone # 606 436-3140	N	4
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			32

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	WYMT-TV general Internships are available to students who exhibit an interest in, or are pursuing a career in broadcasting or related field. During the reporting period, the station had 4 interns working in news in the Summer of 2004.
2	Internship Program	WYMT-TV Ralph Gabbard Internships are available to those students who are recipients of the Ralph Gabbard Memorial Broadcast Scholarships (see initiative 9, below). During the reporting period, the station had 1 intern working in news the Summer of 2004.
3	Participate in Job Fair	General Sales Manager attended Alice Lloyd College Career Day, in Pippa Passes, Kentucky, April 22, 2004.
4	Participate in Job Fair	Chief Engineer/Technical Manager attended the Big Sandy Community & Technical College Career Day in Prestonsburg, Kentucky, October 27, 2004.
5	Participate in Job Fair	News Manager attended the Tri State College & Career Seminar and EXPO at Middlesboro High School in Middlesboro, March 16, 2005
6	Event or Program Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On May 6, 2004, the station participated in Cumberland College's (in Cumberland, Ky) Media Panel by sending a WYMT-TV reporter to speak on the topic, "What Makes A Story TV-Worthy?" The reporter participated in a question and answer session afterwards.
7	Management EEO Training	All Department Heads, the EEO Administrator and General Manager attended in-house meeting to review the station's EEO procedures and hiring practices on March 7, 2005.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
8	Training Program to Help Personnel Advance to Higher Level Positions	<p>WYMT-TV provides specialized computer training programs to employees which may enable them to advance to higher level positions within the company. During the reporting period, the station made the following training available to interested staff:</p> <p>Word 2002- Level 1 (News Producer, Sales staff, Sales Assistant, Administrative Assistant, Business Managers Assistant, on 8/19/04).</p> <p>Word 2002- Level 2 (News Producer, Sales Staff, Sales Assistant, Administrative Assistant, Business Managers Assistant, on 8/20/04).</p> <p>Excel 2002- Level 1 (News Director, Administrative Assistant, News Producer, Sales Staff, Sales Assistants).</p> <p>Excel 2002- Level 2 (News Director, Administrative Assistant, News Producer, Sales Staff, Sales Assistants).</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Scholarship Program	<p>The Ralph Gabbard Memorial Broadcast/Communications Scholarship program is a spin-off of the televised annual WYMT-TV Mountain Basketball Classic project. WYMT appointed an independent Committee (of which WYMT's Sales Manager and News Director are non-voting, active members) to oversee the scholarship selection process. WYMT staff handles many aspects of the scholarship program, including paperwork and correspondence, generating scholarship funds by securing business donations and soliciting Kentucky colleges and universities to match awards, and (in conjunction with the Committee) soliciting scholarship nominees from area high schools. WYMT films, edits and airs features highlighting the scholarship recipients and prints a tournament program highlighting current nominees and past recipients. WYMT also publicizes the scholarship annually in Kentucky's "Affording Higher Education" publication. Three \$1,000 scholarships were awarded in January, 2005 to area high school seniors to assist in their continued education.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
10	Scholarship Program	<p>The Tony Turner Memorial Broadcast Scholarship is a spin-off of the annual WYMT-TV Golf Classic project. WYMT established a perpetual endowment fund via a community foundation to provide scholarships for aspiring broadcasters from the mountains of eastern Kentucky. WYMT-TV solicits nominees from area high school guidance counselors, and then a scholarship committee, which includes three station employees, selects winners. Entry fees for the station's annual Golf Classic, as well as donations from the general public, fund these scholarships. WYMT films, edits and airs a feature news package on the recipient within the golf show. WYMT also publicizes the scholarship annually in Kentucky's "Affording Higher Education" publication. Two \$1,000 scholarships were awarded this reporting period (one in April, 2004, one in January, 2005) to area high school seniors to assist in their continued education.</p>